



City of Augusta Maine

Core Value Statement

The citizens of Augusta Maine are entitled to have a fair, ethical and accountable City Government that works to maintain the public's full confidence. The effective functioning of the City Government therefore requires the following core values:

Maintain High Standards of Integrity

- In all actions, be guided by the highest standards of personal and professional integrity.
- Avoid interest or activity that may be in conflict with or lends to a perception of being in conflict with official City responsibilities.
- Avoid personal gain from the performance of official duties.
- Do not accept or seek undue credit for the work of others.

Be Courteous, Respectful and Promote Civility

- Support and maintain open communication, cooperation, and respectful disagreement.
- Appreciate the dedication and compassion in others.
- Focus on issues and avoid personalizing debate.
- Exercise self-control.
- Address citizens, city employees, committee/board members and elected officials with equal respect.
- Encourage and promote a cooperative atmosphere free from fear, discrimination, all forms of harassment, intimidation, or unfair treatment.
- Respect the work done by others on behalf of the City.

Be Accountable

- Perform City related activity consistent with a high standard of responsibility.
- Serve with respect, concern, and courtesy.
- Act with professional competence and fairness.
- Respect privileged information obtained in the course of official City duties.
- Refrain from openly displaying self-pity, discouragement, anger, frustration, or emotional displays that may discredit the City.

These City of Augusta Core Values were formally adopted by a unanimous vote of the Augusta City Council on September 20, 2018